

# FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2009–2010

All data is as of 1 July 2009 unless otherwise noted.

## ALABAMA

Libraries included: Amelia Gayle Gorgas Library, Angelo Bruno Business Library, McLure Education Library, Eric & Sarah Rodgers Library for Science & Engineering, and the W.S. Hoole Special Collections Library.

The listed Beginning Professional Salary (BPS) for the law library is with MLS & JD.

## ALBERTA

The following libraries are included: Bibliographic Services, HT Coutts Education Library, Humanities & Social Sciences Library, Faculty Saint-Jean Library, Winspear Business Reference Library, Office of Staff Development and Training, Cameron Library (including Interlibrary Loans/Document Delivery, Financial Systems and Analysis, Science & Technology Library, Information Technology Resource Services).

## ARIZONA

The following libraries are included: Main Campus Library, Science-Engineering Library, Fine Arts Library, Special Collections Library, and The Center for Creative Photography.

Data for the medical library includes the Health Sciences Library in Phoenix.

## ARIZONA STATE

University Libraries include ASU Tempe campus, ASU West campus, ASU Polytechnic campus, ASU Phoenix Downtown campus, and the Law Library.

Beginning Professional Salary for the Law Library is \$45,000 (entry level) and \$50,000 with JD.

## AUBURN

Includes the Main campus library, Architecture Library, and the Vet Med Library.

## BOSTON

The main library and law library have an 8-step rank structure.

## BOSTON COLLEGE

Includes the Tip O'Neill Jr. Library, Bapst Art Library, John J. Burns Library of Rare Books and Special Collections, School of Social Work Library, Educational Resource Center, School of Theology and Ministry Library, and the Law Library.

## BRIGHAM YOUNG

The Harold B. Lee Library (main campus library) and the Howard W. Hunter Law Library are included in this survey.

## BRITISH COLUMBIA

The following libraries are included: Art+Architecture+Planning, Asian Library, David Lam Library, Education Library, Irving K. Barber Learning Centre, Koerner Library, Law Library, Library Processing Centre (Technical Services, IST), Life Science Libraries: Biomedical Branch Library, Hamber Library, St. Paul's Hospital Library, Woodward Biomedical Library, Music Library, Okanagan Library, Rare Books & Special Collections, Robson Square, Science and Engineering, University Archives, and the Xwi7xwa Library (First Nations House of Learning).

Reading Rooms and Affiliated Libraries are not included.

The University of British Columbia Library system has no rank structure.

## BROWN

Includes the John D. Rockefeller, Jr. Library, John Hay Library, Orwig Music Library, List Art Library, Sciences Library, and the John Carter Brown Library.

## **CALGARY**

Main Library submission includes: Mackimmie Library; Gallagher Library of Geology & Geophysics; Business Library; Military Museum Library & Archives. Health Libraries include: Health Sciences Library and Health Information Network Knowledge Centres. The Law Library is also included.

## **CALIFORNIA, BERKELEY**

The following libraries are included: Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy- Mathematics- Statistics, Bioscience and Natural Resources, Business & Economics, Chemistry, C.V. Starr East Asian Library (including Center for Chinese Studies), Earth Sciences, Education-Psychology, Engineering, Environmental Design, Music, Optometry, Physics, Public Health (including Health Sciences Information Services, and Occupational & Environmental Health), Social Welfare libraries, and the Northern Regional Library Facility.

The following libraries are not included: Architectural (Slide Library), Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Giannini, Institute of Governmental Studies, Institute of Industrial Relations, Institute of International Studies, and the Institute of Transport Library.

Beginning 2004–2005, UCB salary figures include administrative stipends, where applicable.

## **CALIFORNIA, DAVIS**

Includes Peter J. Shields Library (Davis Campus); Physical Sciences & Engineering Library (Davis Campus); Carlson Health Sciences Library (Davis Campus); Blaisdell Medical Center Library (Sacramento), and Agricultural & Resource Economics Library (Davis).

Librarians who are department heads have received administrative stipends since July 1, 1999, but these stipends were not included until this report. We are including those stipends in the department head's salaries (as reported) and we plan to continue to do so in the future.

## **CALIFORNIA, LOS ANGELES**

Includes the Arts Library, College Library (Undergraduate Library), Eugene and Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science & Engineering Library, Social Sciences and Humanities Library (Charles E. Young Research Library), and the Southern Regional Library Facility.

Includes data for 12 affiliated libraries on the UCLA campus including the 1) American Indian Studies Center, 2) Ralph M. Bunche African American Studies Center, 3) Asian American Studies Center, 4) Chicano Studies Research Center, 5) Ethnomusicology Archive, 6) Film & Television Archive, 7) Graduate School of Education & Information Studies, Department of Information Studies, 8) Institute for Social Science Research, 9) Latin American Center/Hispanic American Periodicals Index, 10) Olive View Medical Center, 11) Grace M. Hunt English Reading Room, and 12) William Andrews Clark Memorial Library.

Librarians who are department heads have received administrative stipends since January 1998; however, these stipends were not included in the salaries reported to ARL prior to 2003. Beginning with the 2003 survey, UCLA now includes those stipends in salaries reported for department heads. Interim department heads also receive stipends and these are reported in the survey.

The General Library Survey includes one Council of Library & Information Resources (CLIR) Fellows.

## **CALIFORNIA, RIVERSIDE**

Includes the following: Rivera Library (serving the College of Humanities, Arts and Social Sciences, School of Education, and the School of Business Administration), Science Library (serving the College of Natural & Agricultural Sciences, the College of Engineering, and Biomedical Sciences), Palm Desert Campus Library (serving the Graduate School of Management & the College of Humanities, Arts, and Social Sciences).

Media and Music Libraries are not included (there are no librarian employees in these facilities).

## **CALIFORNIA, SAN DIEGO**

Includes the following: Arts Libraries, Social Sciences & Humanities, International Relations & Pacific Studies, Scripps Institution of Oceanography, Science & Engineering, Special Collections Library, Biomedical Library, and the Medical Center Library.

## **CALIFORNIA, SANTA BARBARA**

Includes the Main and Arts Libraries.

The UCSB library has 8 levels in its rank structure.

#### **CASE WESTERN RESERVE**

Kelvin Smith Library, Kulas Music Library, Mandel School of Applied Social Sciences Library, and the Harris Library are included.

#### **CHICAGO**

All libraries, including law and medicine, are incorporated in this report.

#### **CINCINNATI**

Includes all main campus libraries.

Branch campus libraries are not included.

#### **CANADA INSTITUTE OF SCIENTIFIC AND TECHNICAL INFORMATION**

All branch libraries are included.

All values were reported in Canadian Dollars.

#### **COLORADO**

The following libraries are included: Norlin Library, Music Library, Earth Sciences Library, Business Library, Math/Physics Library, Engineering Library, and the Law Library.

#### **CONNECTICUT**

The Main, Law, Pharmacy, and Music & Dramatic Arts libraries are included in this report.

The Beginning Professional Salary (BPS) for the Law Library has decreased because of the severe economic downturn.

#### **CORNELL**

Africana, Engineering, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann Library, Math, Music, ILR, Olin/Kroch/Uris, Physical Sciences, Veterinary Medicine, Law, and Health Science libraries are included in this survey.

#### **DARTMOUTH**

Libraries included in this report: Baker-Berry Library, Feldberg Business & Engineering Library, Kresge Physical Sciences Library, Paddock Music Library, Rauner Special Collections Library, Sherman Art Library Storage Library, Dana Biomedical Library, and the Matthews-Fuller Health Sciences Library.

#### **DELAWARE**

Excludes the salary data of University of Delaware libraries not reporting directly to the Director of Libraries.

#### **DUKE**

The following libraries are included: Perkins/Bostock; Lilly, Music; Library Services Center; Divinity; Rare Book, Manuscript and Special Collections, University Archives, Law, and Health libraries.

The University did not authorize a merit pool for Fiscal Year 2010 (1 July 2009 – 30 June 2010). In lieu of annual merit increases in 2010, employees who have achieved a successful or exceptional rating on the 2008–2009 performance evaluation and who earn \$50,000 per year or less will receive a one-time \$1,000 payment (calculations based on a 1.0 FTE). There will be no merit increase or one time payment for University employees making more than \$50,000 per year. Librarians earning less than the \$45K minimum will be adjusted appropriately.

#### **EMORY**

The General Libraries, Theology Library, and Oxford College Library (Emory's two-year college) are included in this survey.

#### **FLORIDA**

Main libraries included Humanities and Social Sciences Library; Science Library; Journalism Library; Music Library; Architecture and Fine Arts Library; Education Library; Education Library; Latin America Collection; and the Maps Library.

Medical libraries data includes the main Health Science Center Library; a satellite branch in another city; and the Veterinary Medicine Reading Room.

The Main and Medical libraries data is reported separately for this survey, but the systems were integrated in 2009, and now all libraries, with the exception of Law, report through the Dean of University Libraries.

For the purpose of this survey, Main and Medical libraries both have 7 rank levels.

#### **FLORIDA STATE**

The Allen Music Library, Goldstein College of Information Library are included with the main, law, and medical libraries in this report.

Panama City, Florida Branch, and the Sarasota Ringling branch libraries are not included.

We have a six-level rank system: 0- Dean; 1- Assistant Instructor; 2- Associate Instructor; 3- Instruction librarian; 4- Assistant Librarian; 5- Associate Librarian; 6- University Librarian.

#### **GEORGETOWN**

Launger Library (Main), Woodstock Theological Library, Blommer Science Library, and the Bio-ethics Library are all included in this submission.

#### **GEORGIA**

Libraries included: Main Library, Science Library, Map Library, Student Learning Center Library, Curriculum Learning Center Library, several reading rooms, and experimental station libraries located throughout the State of Georgia.

The University of Georgia Law Library uses 9 levels in its rank structure.

#### **GUELPH**

The following main libraries are included: McLaughlin Library, and the OVC Learning Commons/Library. Branch Campus libraries included: Guelph Humber Learning Commons/Library and the Ridgeway Campus Library.

All salary values were reported in Canadian Dollars (\$CAD).

Individual rank data have been included only for professional librarians. Rank structure as follows: Library Director assigned rank = 0; Assistant Librarian assigned rank = 1; Associate Librarian assigned rank = 2; Librarian assigned rank = 3; Non-librarian professionals assigned rank = 9.

#### **HARVARD**

Includes the Law and Medical libraries as well as the Villa i Tatti and the Hellenic Center Libraries.

Excludes the Biblioteca Berenson (Florence, Italy) and the Dunbarton Oaks Research Libraries (Washington, DC).

Harvard uses a 9-step rank structure.

The salaries for Head of the Medical and Law libraries do not include compensation for the research and professorial duties of this position, yet they are considered full time.

#### **HAWAII**

Includes the Hamilton, Sinclair Libraries, and the Law library.

Both the Law Library and the Health Sciences Library are independent from the main university library and the directors report to their respective deans (Law and Medicine).

#### **HOUSTON**

The following are included: M.D. Anderson Library, Architecture and Art Library, Music Library, Weston A. Pettey Optometry Library, and the Pharmacy Library.

#### **HOWARD**

Founders Library and associated branches, including both the Law and the Louis Stokes Library (Health Sciences).

The Moorland-Spangarn Research center is not included.

The Louis Stokes Health Sciences Library (LSHSL) is independent from the “general libraries” and is not a branch. However, we report these statistics with the general library.

#### **ILLINOIS, CHICAGO**

The medical libraries at Chicago, Peoria, Rockford, and Urbana are not included.

Illinois, Chicago has 6 levels for professional librarians: 6= Professor, 5= Associate Professor, 4= Assistant Professor, including visiting appointments, 3= Clinical Assistant Professor, 2= Instructor (Resident, Professional Library Associate), 1= Instructor (currently all 1 ranks are vacant).

#### **INDIANA**

Main campus libraries and the Indianapolis School of Law Library are included.

Not included: Dentistry and Medicine Library; IUPUI University Library; Herron School of Art Library, Columbus Library, and Science & Engineering Library; and other campuses libraries at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IPFW-Fort Wayne.

#### **IOWA**

The following libraries are included: Main, Art, Biological Sciences, Engineering, Geoscience, Math, Music, Physics, and Psychology, Health Sciences, and Law.

All libraries mentioned above are on the same campus.

#### **IOWA STATE**

Includes Parks (main library) and the Veterinary Library.

#### **JOHNS HOPKINS**

Includes the Sheridan Libraries, Welch Medical Library, Friedheim Library, and the School of Advanced International Studies Library (SAIS).

#### **KANSAS**

Includes Regents Center Library, Edwards Campus (Overland Park, KS).

Excludes University of Kansas School of Medicine, Farha Library (Wichita, KS).

#### **KENT STATE**

Includes all libraries on the Kent State Kent campus: Main, Architecture, Chemistry/Physics, Fashion, Map, Music.

Includes libraries at Kent State branch campuses: Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull, Tuscarawas.

The starting BPS we reported is for tenure-track faculty only. This figure is a significant increase over 2008–2009 and was determined by the university’s collective bargaining agreement.

#### **KENTUCKY**

Includes the following: William T. Young Library (Main Campus Library), Agricultural Information Center, Design Library, Education Library, Engineering Library, Equine Library, Fine Arts Library, Science Library, and the Kentucky Transportation Center Library.

#### **LIBRARY OF CONGRESS**

Salaries include both professional and administrative positions.

#### **LOUISVILLE**

Main, Music, Art, University Archives, Law, and Kornhauser Health Sciences Library are included.

## **MCMMASTER**

Includes the Innis Library, H.G. Thode Library and the Mills Memorial Library.

## **MANITOBA**

Includes: William R. Newman Agriculture Library, Architecture/Fine Arts Library, Archives & Special Collections, Elizabeth Dafoe Library, Father Harold Drake Library, St. John's College Library, Donald W. Craik Engineering Library, E.K. Williams Law Library, Albert D. Cohen Management Library, Eckhardt-Gramatte Music Library, Sciences and Technology Library, Neil John Maclean Health Sciences Library, Bill Larson Library, Carolyn Sifton-Helene Fuld Library, Concordia Hospital Library, J.W. Crane Memorial Library, Misericordia Health Centre Library, Riverview Health Centre Virtual Library, Seven Oaks General Hospital Library, and the Victoria General Hospital Library.

## **MASSACHUSETTS**

The DuBois, Integrated Sciences & Engineering, and Image Collection Libraries are included.

## **MIAMI**

Rank structure for the main library is a 6-step structure (1–6).

The data submitted for Health Sciences are for the Calder and Psychiatry libraries.

## **MICHIGAN**

Includes Hatcher Graduate; Shapiro Undergraduate; Shapiro Science; Art, Architecture & Engineering; Askwith Media; Area Programs; Asia; Map; Special Collections; Spatial & Numeric Data Services; Fine Arts; Social Work; Muesums; Music; Government Documents; Papyrology; Health Sciences Libraries; Law; Kresge Business Administration; Clements; Bentley and Gerald Ford Presidential Library.

Law Library beginning professional salary: \$48,000 for MILS degree only; \$60,000 for JD and MILS.

## **MICHIGAN STATE**

Includes the Main, Biomedical, Physical Sciences, Math, Veterinary Medicine, Business, and Engineering libraries.

## **MISSOURI**

Includes Main, Journalism, Engineering, Veterinary Medicine, and Archives Libraries.

## **MIT**

MIT Libraries include: Barker Engineering Library, Science Library, Rotch Library for Architecture and Planning, Dewey Library for Management and Social Science, Humanities Library, Lewis Music Library (branch of Humanities), Rotch Visual Collections (branch of Rotch), and Institute Archives and Special Collections.

The number of levels in our rank structure is 9. Rank level 1 is currently vacant.

## **MONTREAL**

Libraries included: Environmental Development, Library and Information Sciences, Botany, Chemistry, Educational Resources, Education-Communication-Psychology-Pschoeducation-Biology, Geography, Kinesiology, Humanities and Social Sciences, Rare Books and Special Collections, Mathematics and Computer Sciences, Veterinary, Music, Optometry, Physics, École polytechnique Library, Law, Health, and Paramedics.

## **NATIONAL LIBRARY OF MEDICINE**

Data reported by the Federal fiscal year, which runs October 1 to September 30 of each calendar year.

## **NEW MEXICO**

University of New Mexico Libraries include: Centennial Science & Engineering Library, Fine Arts & Design Library, Parish Memorial Library, Zimmerman Library, Law Library, and the Health Sciences Library.

Not included: Gallup Campus Branch Library, Los Alamos Campus Branch Library, Taos Campus Branch Library, Valencia Campus Branch Library.

Definition of professional positions have been recalibrated to better represent professional activities and education. Public Service Librarian positions includes staff who function as “Ambassadors” and Teachers at a level above specialist.

#### **NEW YORK**

Includes: Elmer Holmes Bobst Library, Institute of Fine Arts, Courant Institute of Mathematical Sciences Library, Institute for Studies of the Ancient World, Real Estate Library, Law School Library, and the Medical School Library.

NYU’s three ranks are indicated as follows: 1 - Library Associate; 2 - Assistant Curator; 3 - Associate Curator.

#### **NORTH CAROLINA STATE**

Includes: D.H. Hill (main) Library, Design Library, Natural Resources Library, Textiles Library, and the Veterinary Medicine Library.

#### **NORTHWESTERN**

Includes the Main Library, Science & Engineering Library, Law Library and Medical Library.

#### **NOTRE DAME**

Hesburgh Library (Main) includes: Architecture Library, Art Image Library, Business Information Center, Chemistry/Physics Library, Engineering Library, Kellogg/Kroc Information Center, and Mathematics Library. In addition, the Kresge Law Library has also been reported.

#### **OHIO**

Includes the main campus (Main Library plus Music/Dance Library) and five regional campus libraries (Eastern, Southern, Chillicothe, Lancaster, and Zanesville).

#### **OHIO STATE**

Includes all main campus libraries, regional campus libraries, and libraries of the Agricultural Technical Institute and the Ohio Agricultural Research and development center.

Several specialized department research libraries on the main campus which are not part of the University Libraries system are not included.

#### **OKLAHOMA STATE**

Includes the following main campus libraries: Edmon Low Library, Mary L. Williams Curriculum Materials Library, Cunningham Architecture Library, Brock Memorial Library at the Center for Veterinary Health Sciences, and the OSU Center for Health Sciences Library.

Includes the following branch campuses: OSU-Okmulgee Library, OSU-Oklahoma City Library, OSU-Tulsa Library.

An error was made during the processing of Oklahoma State’s medical library for the 2008–2009 Salary Survey. An incorrect survey size of 8 “professionals” was reported—4 was the proper figure.

#### **OREGON**

Includes: Knight Library (main), Science Library, Architecture & Allied Arts Library, Portland Library & Learning Commons, and the Law Library.

Explanation of our rank system: 1 = Assistant Professor, 2 = Associate Professor, 3 = Professor, 9 = Unranked, 0 = Dean of Libraries.

#### **PENNSYLVANIA**

Includes: Museum, Fine Arts, Physical Sciences, Center for Advanced Judaic Studies, Rare Book & Manuscript, Music, Business, and Law Libraries.

#### **PENNSYLVANIA STATE**

All the libraries at the University Park (Main Campus) are included. Libraries at the following branches: Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Erie, Fayette, Great Valley, Greater Allegheny, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Shenango, Schuylkill, Wilkes-Barre, Worthington-Scranton, and York are also included.

## **PITTSBURGH**

Includes the University Library System and excludes branch campuses at Titusville, Johnstown, Bradford, and Greensburg.

## **PRINCETON**

Includes the Firestone Library, Marquand Library of Art & Archaeology, Mendel Music Library, Architecture Library, Stokes Library, East Asian Library, Engineering Library, Princeton Plasma Physics Library, Lewis Library, Psychology Library, and the Cotsen Children's Library.

The Lewis Library has incorporated the following branch libraries: Science and Technology, Biology and Life Sciences, Chemistry, Astrophysics, Physics, Math, and Geographical Sciences.

The Beginning Professional Salary (BPS) has increased from that paid in 2008–2009.

## **PURDUE**

Includes the library system on the West Lafayette campus, consisting of 11 subject libraries, an undergraduate library, and an archives and special collections unit.

Excludes libraries at the regional campuses: Purdue North Central (Westville), Purdue Calumet (Hammond), and Indiana University-Purdue University, Fort Wayne.

## **RICE**

In this reporting period, Rice University provided raises only to those making less than \$60,000 yearly.

## **ROCHESTER**

Includes River Campus Libraries, Edward G. Miner Medical Library, and the Sibley Music Library.

## **RUTGERS**

Includes the Newark Law Campus, Camden Law Campus, Research and Instructional Services, John Cotton Dana Library, Paul Robeson Library, Technical and Automated Services, Alexander Library, Mabel Smith Douglas Library, Kilmer Library, and the Library of Science and Medicine (and branches).

Excludes the School for Management and Labor Relations, and the Center for Alcohol Studies.

Salaries are unchanged from last year (2008–2009) because negotiated raises have been delayed (Newark Law Library).

## **SASKATCHEWAN**

Includes Main Library, Education Library, and the Natural Sciences, Law, Medical, VetMed, and Engineering libraries.

Numbers of employees based upon those working at the library as of 1 July 2009.

## **SOUTH CAROLINA**

Includes the Thomas Cooper Library, South Caroliniana Library, Moving Image Research Collection, South Carolina Political Collections, Music Library, Math Library, Business Library, Law Library, and Medical Library.

## **SOUTHERN CALIFORNIA**

Includes all main campus libraries as well as the Norris Medical Library.

Beginning professional salary remains the same as 2008–2009.

## **SUNY-ALBANY**

Libraries included are University Library, Science Library, and Dewey Graduate Library.

Salaries include 3% union-negotiated increase, administrative stipends and SL-2 ranks. Vacant positions are not included. We have included our SL-2 ranks in this report so our survey size has increased from 2008–2009.



**SUNY-BUFFALO**

Includes the Arts and Sciences Libraries, Music Library, Special Collections (Archives, Poetry, and Rare Books).

Excludes temporary hires, employees at the SL-2 salary level, and classified staff.

**SYRACUSE**

Includes the Main campus library, Science and Technology library, Geology Library, Law Library, and the Math Library.

**TEMPLE**

Includes: Paley Library; Science, Engineering & Architecture Library; Charles L. Blockson Afro-American Collection; Ambler Campus Library.

Main Library minimum beginning professional salary of \$44,044 is based on an 11-month contract. The minimum for a 10-month contract is \$40,150.

**TENNESSEE**

Main (University of Tennessee) Library, Memphis Health Sciences Library, and Knoxville Hospital Preston Medical Library are included.

The Memphis Health Sciences Library has a 4-rank salary structure and the Knoxville Hospital has a 3-rank structure.

Beginning salary for Memphis Hospital is \$45,000 and \$38,000 for Knoxville Hospital.

**TEXAS**

Figures are as of August 31, 2009. Included are the Dolph Briscoe Center for American History, Tarlton Law Library, the Harry Ransom Humanities Research Center, and the University of Texas Libraries.

**TEXAS A&M**

The following libraries are included: Sterling C. Evans Library, Library Annex, Cushing Memorial Library, Technical Reference Center (Architecture Library), Medical Sciences Library, West Campus Library, Policy Sciences and Economics Library, Jack K. Williams Library (Galveston), and the Texas A&M University Library at Qatar.

The 1's (Lecturers) and 2's (Senior Lecturers) in our rank structure are non-tenured track appointments with a different salary schedule than our tenure track employees (3 - Assistant Professor, 4 - Associate Professor, 5 - Professor). 9's are Library professionals that work in specialized areas and have a different salary structure than either the tenured or non-tenured appointments.

**TEXAS TECH**

The Law Library reports 4 levels in their rank structure and the Health Sciences Library reports 5 levels in their rank structure.

Figures reported are as of 09/01/2009.

**TORONTO**

The proposed July 01, 2009 across-the-board pay increase has not yet been finalized.

Salary increases reflect movement within the rank structure (e.g., promotions).

**UTAH**

Includes the Main Library, Eccles Health Sciences Library, and the Quinney Law Library.

The Spencer S. Eccles Library is the main medical library. It is not a branch library reporting to Marriott Library. The medical library reports directly to the VP of Health at the University of Utah.

**VANDERBILT**

The data submitted includes the Central Library, Divinity Library, Peabody Library, Management Library, Science & Engineering Library, Special Collections and University Archives, centralized Technical Services, Library Information Technology Services, Law Library, Health Sciences Library, Library Administration, and the Television News Archive.

## **VIRGINIA**

Includes the following University of Virginia Libraries: Alderman (Main), Astronomy, Biology/Psychology, Chemistry, Clemons (Undergraduate), Education, Fiske Kimball Fine Arts, Math, Music, Physics, Brown Science/Engineering, Small Special Collections, Darden Graduate Business, Claude Moore Health Sciences, and the Authur Morris Law Library.

Excludes the John Cook Wyllie Library at the University of Virginia College at Wise.

## **WASHINGTON**

Includes librarians on the Seattle, Bothell, and Tacoma campuses of the University of Washington.

## **WASHINGTON STATE**

Includes all main campus libraries and the following branches: WSU-Riverpoint Campus, WSU-Tri-Cities, WSU-Vancouver, and the WSU-Energy Library.

## **WASHINGTON UNIVERSITY-ST. LOUIS**

Includes the Central Library and departmental libraries in Art & Architecture, Biology, Business, Chemistry, Earth & Planetary Sciences, East Asian, Music, Physics, Social Work, and West Campus Library. The Law and Medical libraries are also included.

## **WATERLOO**

Includes the Dana Porter; Davis Centre; University Map Library, and Musagetes Architecture Libraries.

We have a 6-level rank structure.

## **WAYNE STATE**

The “general libraries” include the Purdy/Kresge Library, Science and Engineering Library, and the Undergraduate Library.

The libraries not included in the “general libraries” are the Neef Law Library and the Shiffman Medical Library, which are reported separately, and the Reuther Archives of Labor and Urban Affairs, which is not included in this report.

The decrease in the number of professionals reported (decreased from 2008–2009) is not the result of lost positions. It stems from our having looked more closely at which staff members were classified as professionals. The examination revealed that a certain level of staff that we have consistently counted as support staff when responding to the ARL Annual Survey were being counted as professional staff when responding to the Salary Survey. In order to be consistent and to accurately portray our libraries, we have now corrected this.

## **WESTERN ONTARIO**

The D.B. Weldon Library, Business Library, Education Library, Music Library, Allyn & Betty Taylor Library are included in this survey.

Affiliated College Libraries are not included. These are King’s University College Library, Huron University College Library, and the Brescia University College Library.

July 1, 2009 salary increases are currently under negotiation.

## **WISCONSIN**

Includes General Library System (Memorial, Steenbock, College, Art, Music, Special Collections, Geology, Geography, Biology, Physics, Social Work, Business, Chemistry, Math, Social Science Reading Room), Law, Medical, and the Wendt Engineering Library.

Our rank structure is as follows: 1 = Associate Academic Librarian, 2 = Academic Librarian, 3 = Senior Academic Librarian, 4 = Distinguished Academic Librarian, 5 = Assistant/Associate Director, 6 = Director of the Steenbock, College, Memorial, Wendt, Law or Medical Libraries, 7 = Deputy Director General Library System, 0 = Director General Library.

**YALE**

Includes: the African Collection, Anthropology Library, Area Studies Library, Arts Library, Arts of the Book Collection, Astronomy Library, Babylonian Collection, Bass Library, Beinecke Rare Book and Manuscript Library, Center for British Art, Chemistry Library, Classics Library, Divinity School Library, Drama Library, East Asia Library, Economic Growth Center Collection, Engineering and Applied Science Library, Epidemiology and Public Health Library, Film Study Center, Forestry and Environmental Studies Library, Fortunoff Video Archive for Holocaust Testimonies, Geographic Information Systems (GIS) at Yale, Geology Library, Government Documents and Information Center, Historical Sound Recordings, Judaica Collection, Kline Science Library, Latin American Collection, Lewis Walpole Library, Library Shelving Facility, Manuscripts and Archives at SML, Map Collection, Mathematics Library, Medical Historical Library, Microform Reading Room, Mudd Library, Music Library, Near Eastern Collection, Newspaper Reading Room, Nursing Library and Information Resources, Ornithology Library, Slavic and East European Collection, Social Science Libraries and Information Services, Southeast Asia Collection, Special Collections at Yale, Sterling Memorial Library, Visual Resources Collection, Yale Center for British Art, Medical Library, and the Law Library.

**YORK**

Please note that a new faculty collective agreement has been negotiated and beginning salary for 2009–2010 remains at the same level as 2008–2009 until details are finalized.